



Please ask for Charlotte Kearsey
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The Chair and Members of
Employment and General Committee

22 August 2017

Dear Councillor,

Please attend a meeting of the EMPLOYMENT AND GENERAL COMMITTEE to be held on THURSDAY, 31 AUGUST 2017 at 10.00 am in Committee Room 4, Town Hall, Rose Hill, Chesterfield, the agenda for which is set out below.

AGENDA

Part 1(Public Information)

1. Declarations of Members' and Officers' Interests relating to Items on the Agenda
2. Apologies for Absence
3. Minutes (Pages 3 - 4)
4. Local Government Act 1972 - Exclusion of Public

To move "That under Section 100(A)(4) of the Local Government Act 1972 the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 1 and 3 of Part 1 of Schedule 12A of the Act".

5. Extension of Contractual Hours (Pages 5 - 10)

Yours sincerely,

A handwritten signature in black ink, appearing to be 'Sandy' with a stylized flourish at the end.

Local Government and Regulatory Law Manager and Monitoring Officer

EMPLOYMENT AND GENERAL COMMITTEE

Monday, 24th July, 2017

Present:-

Councillor Burrows (Chair)

Councillors Simmons

Councillors

Blank

*Matters dealt with under the Delegation Scheme

6 **DECLARATIONS OF MEMBERS' AND OFFICERS' INTERESTS
RELATING TO ITEMS ON THE AGENDA**

No declarations of interest were received.

7 **APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Wall and J Innes.

8 **MINUTES**

RESOLVED -

That the Minutes of the meeting of the Employment and General Committee of 21 June, 2017 be approved as a correct record and signed by the Chair.

9 **CHILD RELATED LEAVE POLICY**

The HR Officer submitted a report seeking approval for the new child related leave policy.

The report noted that the policy was a merge of current policies for maternity leave, adoption leave, paternity leave, shared parental leave and parental leave.

There had been a number of employment law amendments which needed to be reflected in the policy. These amendments included:

- Maternity Leave – an addition of a statement regarding nursing at work following the birth was included;
- Paternity Leave – the policy had been clarified and amendments made to paternity pay and leave with regard to length of service.
- Shared Parental Leave – further to the Snell v British Rail case the policy had been revised so all shared parental leave would be paid at Ordinary Maternity Pay rate so males and females would be paid the same;
- Parental Leave – there was no change to the policy;
- Adoption Leave – there was no change to the policy.

The proposed policy was submitted to the Employer – Trade Union Committee for comments before submission to the Employment and General Committee.

***RESOLVED –**

That the revised Child Related Leave Policy be approved.

10 **MINUTES OF THE COUNCIL HEALTH AND SAFETY COMMITTEE
AND CORPORATE ACCIDENTS AND WORK RELATED ILL-HEALTH
INCIDENTS REPORT**

The Minutes of the meeting of the Council Health and Safety Committee held on 26 April, 2017 and Corporate Accidents and Work Related Ill-Health Incidents Report were submitted.

RESOLVED –

That the Minutes and Report be received and noted.

Agenda Item 5

By virtue of paragraph(s) 1, 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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